

*Diversity, Equity & Inclusion (DE&I)*

## Data Review

Lake Tahoe Unified School District  
March 2022

**Measurable Results.  
Strong Insights.  
Enhanced Performance.**



# Equimetrics® Data Review



## Overview / Agenda

- **Survey Details**
- **Overall Score / Year 1 vs. 2 Comparison**
- **Scale Scores / Year 1 vs. 2 Comparison**
- **Item Scores / Year 1 vs. 2 Comparison**
- **Demographic Comparisons / Year 1 vs. 2 Comparison**
- **Key Observations**
- **Recommendations**
- **Your Perspective - Areas of Focus, Goals, Etc.**



“Diverse leadership teams out-innovate and outperform others: These organizations are 45 percent more likely to report growth in market share and 70 percent more likely to report capturing a new market.”

Source: Sylvia Ann Hewlett, Melinda Marshall, and Laura Sherbin, “How diversity can drive innovation,” Harvard Business Review

# Equimetrics® Overview

## Survey Structure



### We measure:

- **Diversity** - presence of individuals of varying backgrounds and/or experiences.
- **Equity** - fair, transparent treatment of all, and equitable opportunity for all, including underrepresented groups.
- **Inclusion** - an environment in which all individuals of all backgrounds are treated fairly, respectfully and all voices are being heard.
- **Cultural Competency** - ability to understand, effectively interact with people across various cultures.
- **Mission, Vision & Values** - intentionality around support, enhancement of the org's Mission, Vision and Values
- **Communication** - sharing information about DE&I issues and initiatives
- **Leadership** - leaders are taking ownership and supporting DE&I
- **Alignment** - policies, communication, and action are connected
- **Policy and Practice** - components reflected in organizational policies and practices

### Psychometric Analysis - Reliability Scores

Diversity: 0.93  
Equity: 0.93  
Inclusion: 0.90  
Cultural Competency: 0.89  
Mission, Vision & Values: 0.94  
Communication: 0.90  
Leadership: 0.95  
Alignment: 0.93  
Policy & Practice: 0.92  
Overall/Total: 0.98



# Equimetrics® Data Review



## Survey Structure

Scales: 9

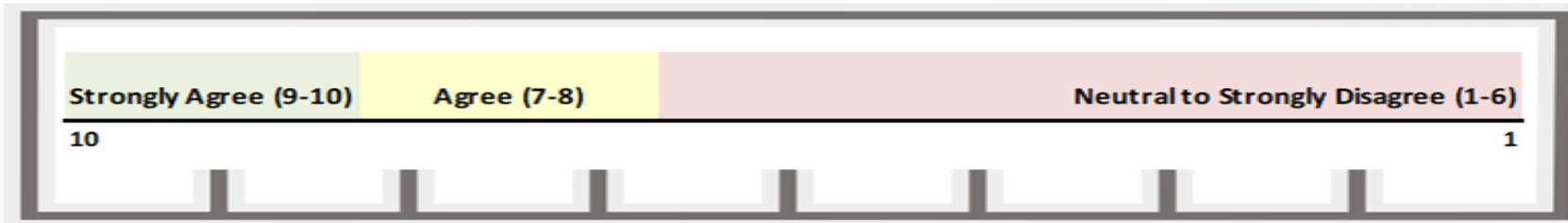
Items: 29

Response Format:

Responses: 308

Total Sent: 524

Response Rate: 58.8%



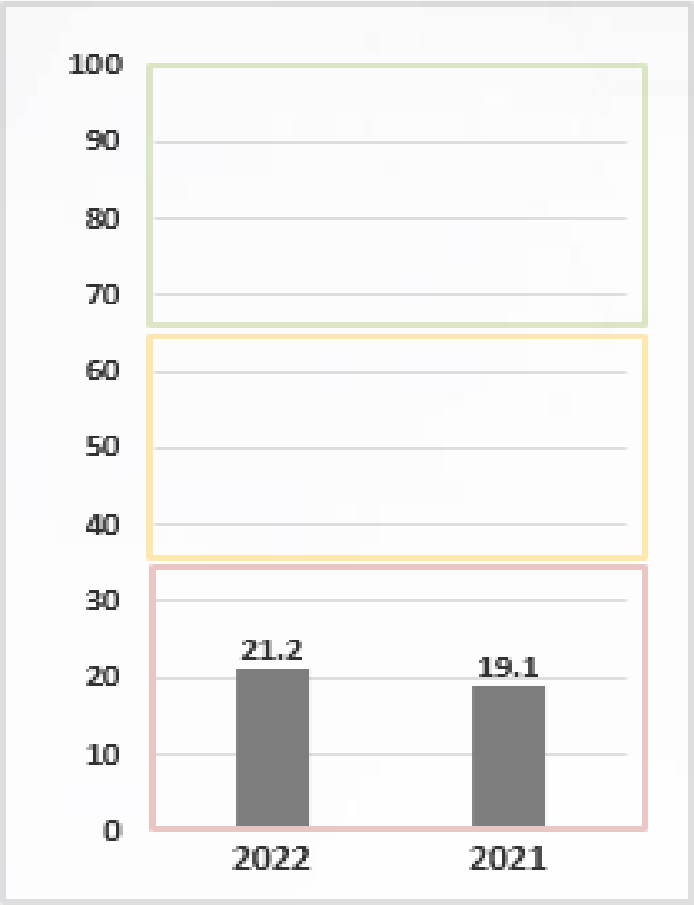
Strong performance in these areas is shown when there is a large number of respondents strongly agreeing, or selecting 9 and 10, and a small number of respondents between neutral and strongly disagreeing with the statements.

# Equimetrics® Data Review

Overall Score



Lake Tahoe Unified School District  
March 2022 vs. May 2021



% of 9-10, Strongly Agree Responses

2022

Strongly Agree	Agree	Neutral - Disagree
21.25%	29.74%	49.01%

2021

Strongly Agree	Agree	Neutral - Disagree
19.1%	23.4%	57.5%

K-12

Strongly Agree	Agree	Neutral - Disagree
28.61%	30.80%	40.59%

# Equimetrics® Data Review

## Focus Areas

Lake Tahoe Unified School District  
March 2022 vs. May 2021

Focus Area	EQ Score	
	2021	2022
Inclusion	27.14	30.84
Leadership	22.21	24.92
Cultural Competency	20.86	21.86
Diversity	20.57	20.21
Equity	17.79	18.51
Policy & Practice	16.10	18.51
Mission, Vision & Values	16.19	18.18
Alignment	13.00	17.21
Communication	9.29	14.12



# Equimetrics® Data Review

## Focus Areas



### LTUSD March 2022

Focus Area	EQ Score (Strongly Agree %)	
Inclusion		30.8
Leadership		24.9
Cultural Competency		21.8
Diversity		20.2
Equity		18.5
Mission, Vision & Values		18.5
Policy & Practice		18.1
Alignment		17.2
Communication		14.1

**21.2**

Overall Score

### K-12

Focus Area	All_EQ Score (Strongly Agree %)	
Leadership		32.5
Inclusion		31.3
Mission, Vision & Values		31.0
Policy & Practice		31.0
Alignment		29.5
Communication		28.5
Cultural Competency		27.5
Equity		24.7
Diversity		22.5

**28.6**

Overall Score



# Equimetrics® Data Review

## Focus Areas - All Agree



2021

Focus Area	Strongly Agree % (9-10)	All Agree % (7-10)
Inclusion	27.1	53.7
Leadership	22.2	47.6
Cultural Competency	20.9	45.8
Diversity	20.6	43.7
Equity	17.8	42.2
Mission, Vision & Values	16.2	37.2
Policy & Practice	16.1	37.5
Alignment	13.0	36.4
Communication	9.3	24.4

2022

Focus Area	Strongly Agree % (9-10)	All Agree % (7-10)
Inclusion	30.8	62.0
Leadership	24.9	55.6
Cultural Competency	21.8	54.1
Diversity	20.2	47.2
Equity	18.5	48.3
Policy & Practice	18.5	48.3
Mission, Vision & Values	18.1	50.8
Alignment	17.2	47.4
Communication	14.1	36.0



# Equimetrics® Data Review

Items



## Top 4

	Question	Scale	Strongly Agree	Agree	Neutral-Disagree	Avg
1	I have a person or group that is a source of support or advocacy in my organization.	Inclusion	32.7%	25.4%	41.9%	6.7
2	Leaders in my work group include team members, regardless of background.	Leadership	32.2%	27.1%	40.7%	6.7
3	In my work group, we regularly share ideas and learn from other backgrounds and experiences.	Inclusion	28.9%	28.9%	42.2%	6.6
4	In my organization, people are included, regardless of background or experience.	Inclusion	27.1%	30.5%	42.4%	6.6

2022

	Question	Scale	Strongly Agree	Agree	Neutral-Disagree	Avg
1	I have a person or group that is a source of support or advocacy in my organization.	Inclusion	30.6	23.7%	45.7%	6.4
2	Leaders in my work group include team members, regardless of background.	Leadership	30.0	23.7%	46.3%	6.4
3	In my work group, we regularly share ideas and learn from other backgrounds and experiences.	Inclusion	27.7	26.6%	45.7%	6.3
4	In my organization, people are included, regardless of background or experience.	Inclusion	25.4	26.6%	48.0%	6.2
4	In my work group, we have varying backgrounds and/or experiences among team members.	Diversity	25.4	25.4%	49.1%	6.3

2021

# Equimetrics® Data Review

Items



## Bottom 4

Question	Scale	Strongly Agree	Agree	Neutral-Disagree	Avg
1 In my organization, we regularly receive information on our Diversity, Equity, Inclusion, and Cultural Competency practices.	Communication	11.4%	16.6%	72.0%	5.0
2 In my work group, we regularly discuss our plans for Diversity, Equity, Inclusion, and Cultural Competency.	Communication	11.7%	20.1%	68.2%	5.2
3 Within my organization, we have purposeful initiatives to address Diversity, Equity, Inclusion, and Cultural Competency.	Mission, Vision & Values	13.7%	24.0%	62.3%	5.6
4 In my organization, resources are dedicated to improving Diversity, Equity, Inclusion, and Cultural Competency.	Alignment	13.8%	24.9%	61.2%	5.6

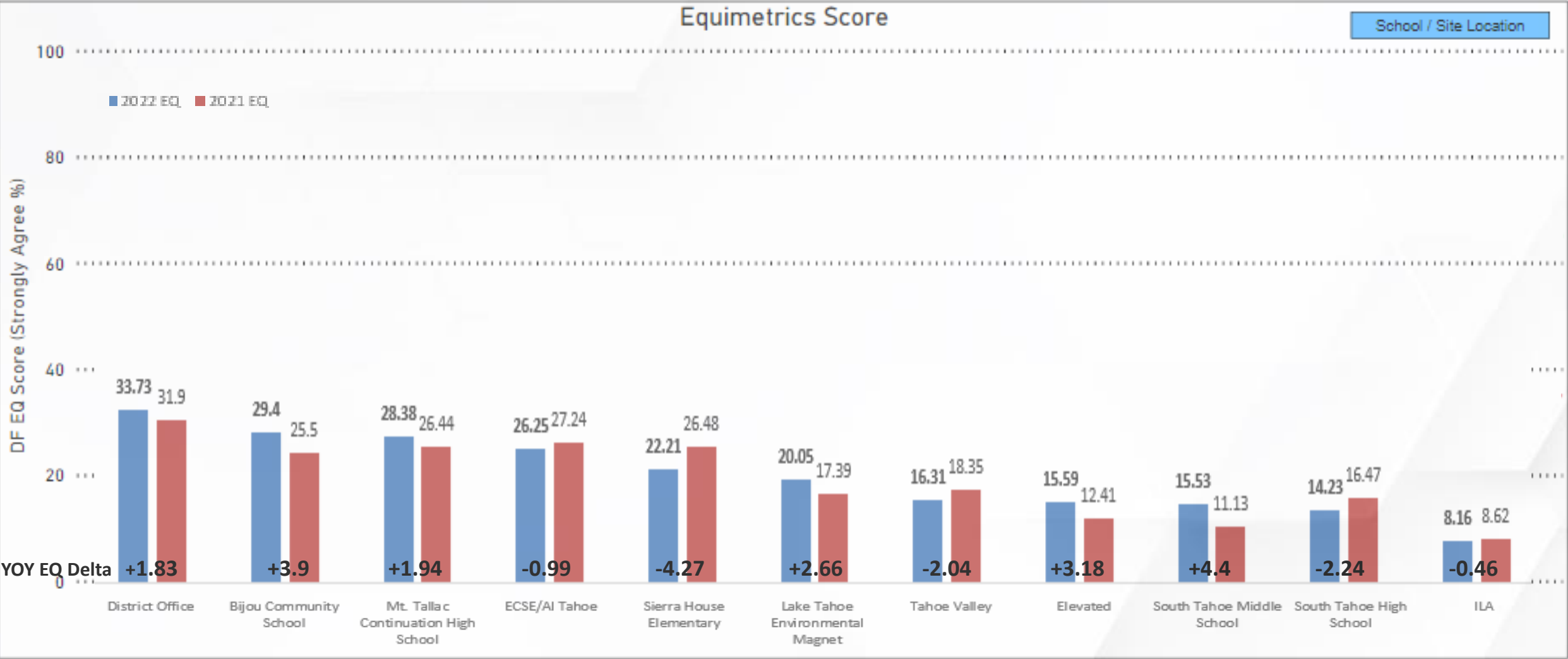
2022

Question	Scale	Strongly Agree	Agree	Neutral-Disagree	Avg
1 In my organization, we regularly receive information on our Diversity, Equity, Inclusion, and Cultural Competency practices.	Communication	8.6	14.3%	77.1%	4.6
2 In my work group, we regularly discuss our plans for Diversity, Equity, Inclusion, and Cultural Competency.	Communication	10.0	16.0%	74.0%	4.8
3 Within my organization, we have purposeful initiatives to address Diversity, Equity, Inclusion, and Cultural Competency.	Mission, Vision & Values	13.1	18.9%	68.0%	5.2
4 In my organization, resources are dedicated to improving Diversity, Equity, Inclusion, and Cultural Competency.	Alignment	11.4	21.4%	67.1%	5.2

2021

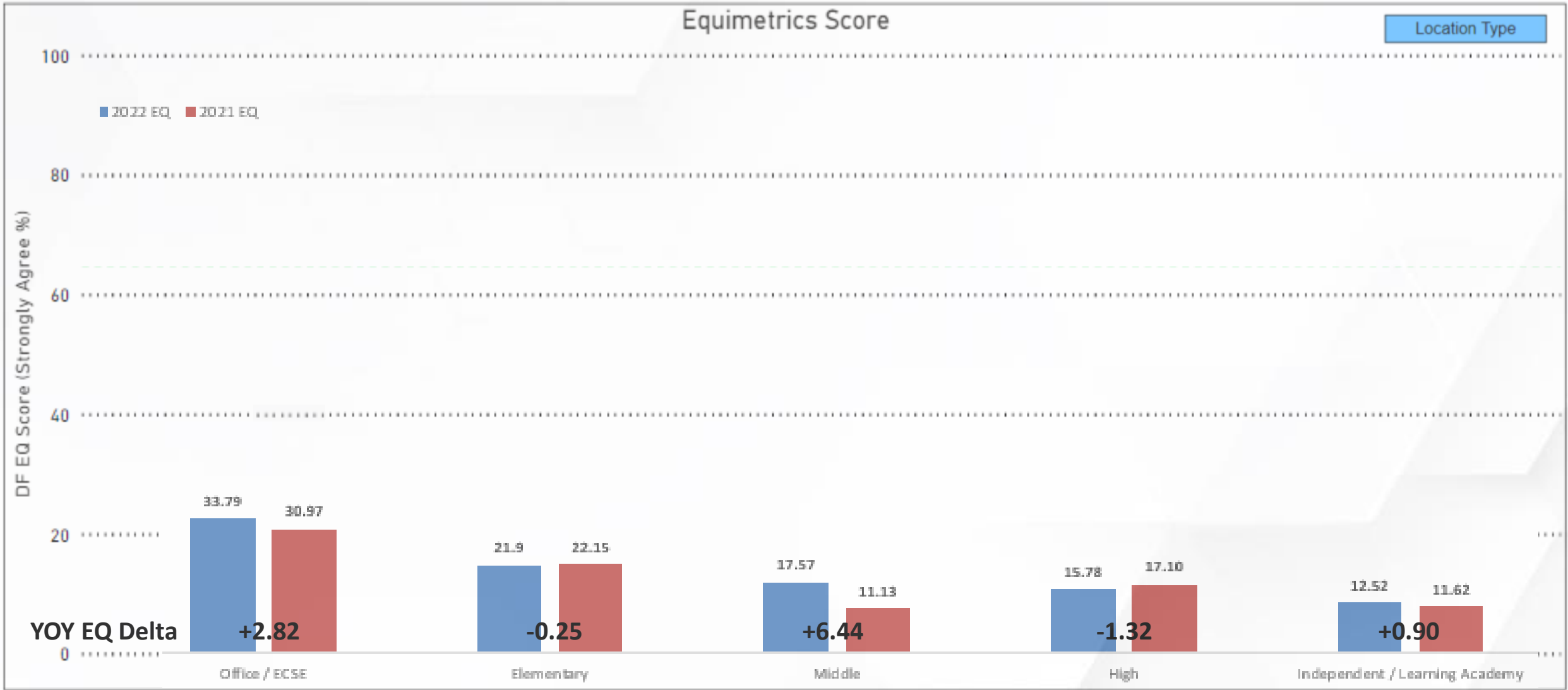
# Equimetrics® Data Review

## Demographic Data



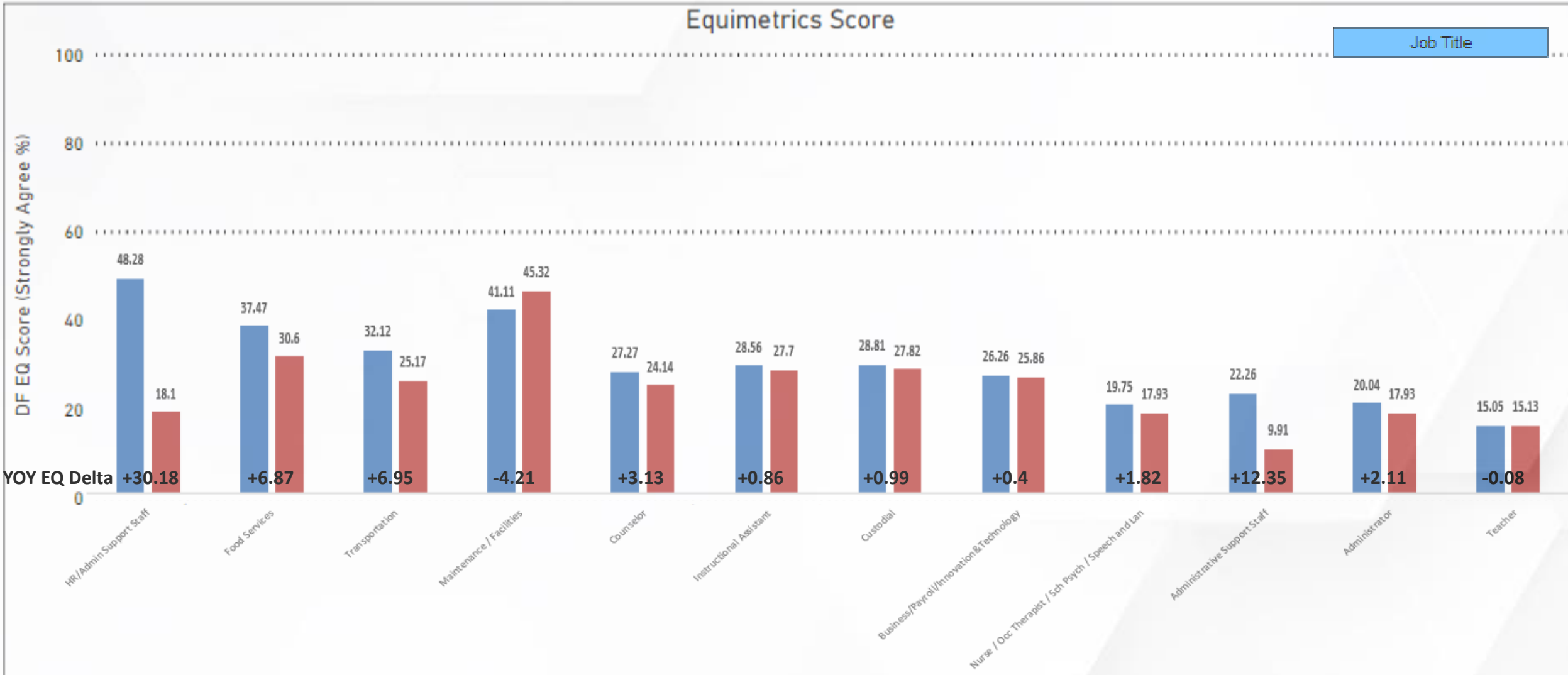
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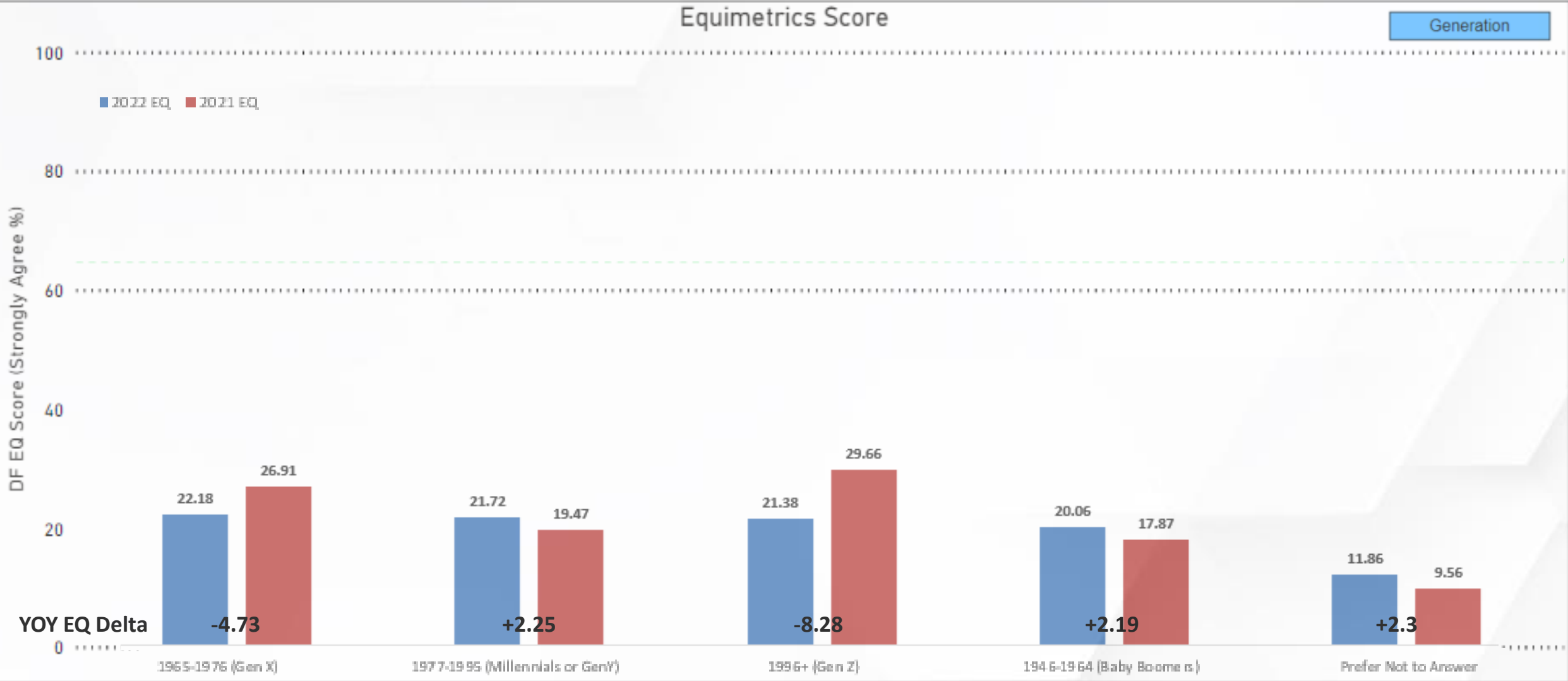
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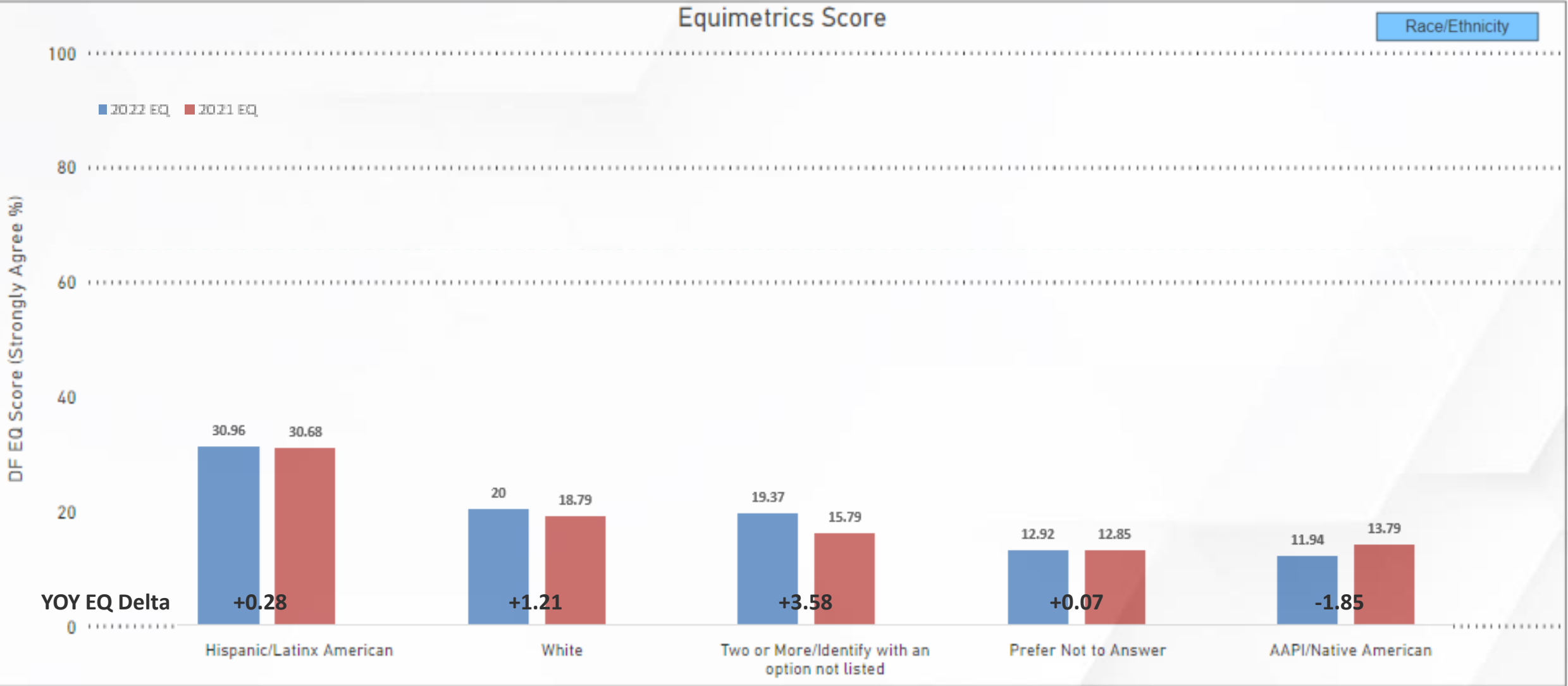
# Equimetrics® Data Review

## Demographic Data



# Equimetrics® Data Review

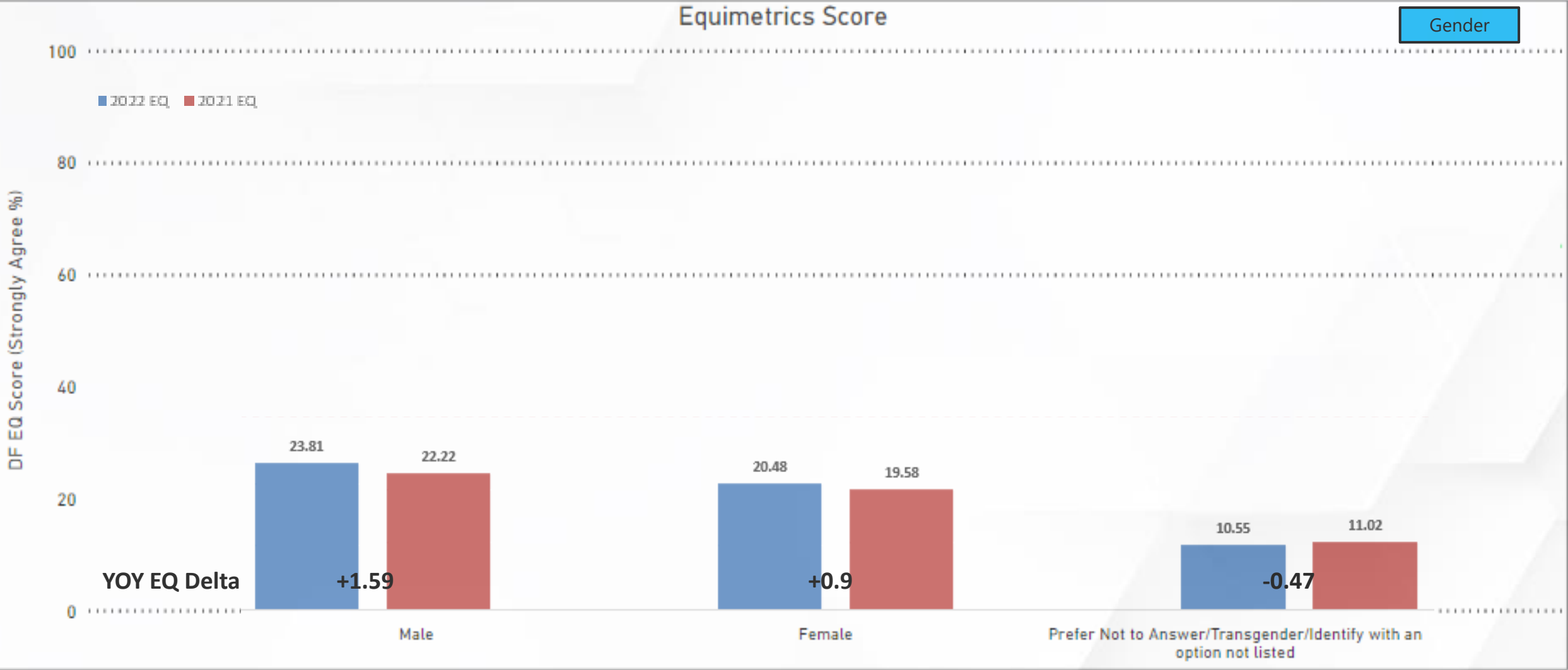
## Demographic Data





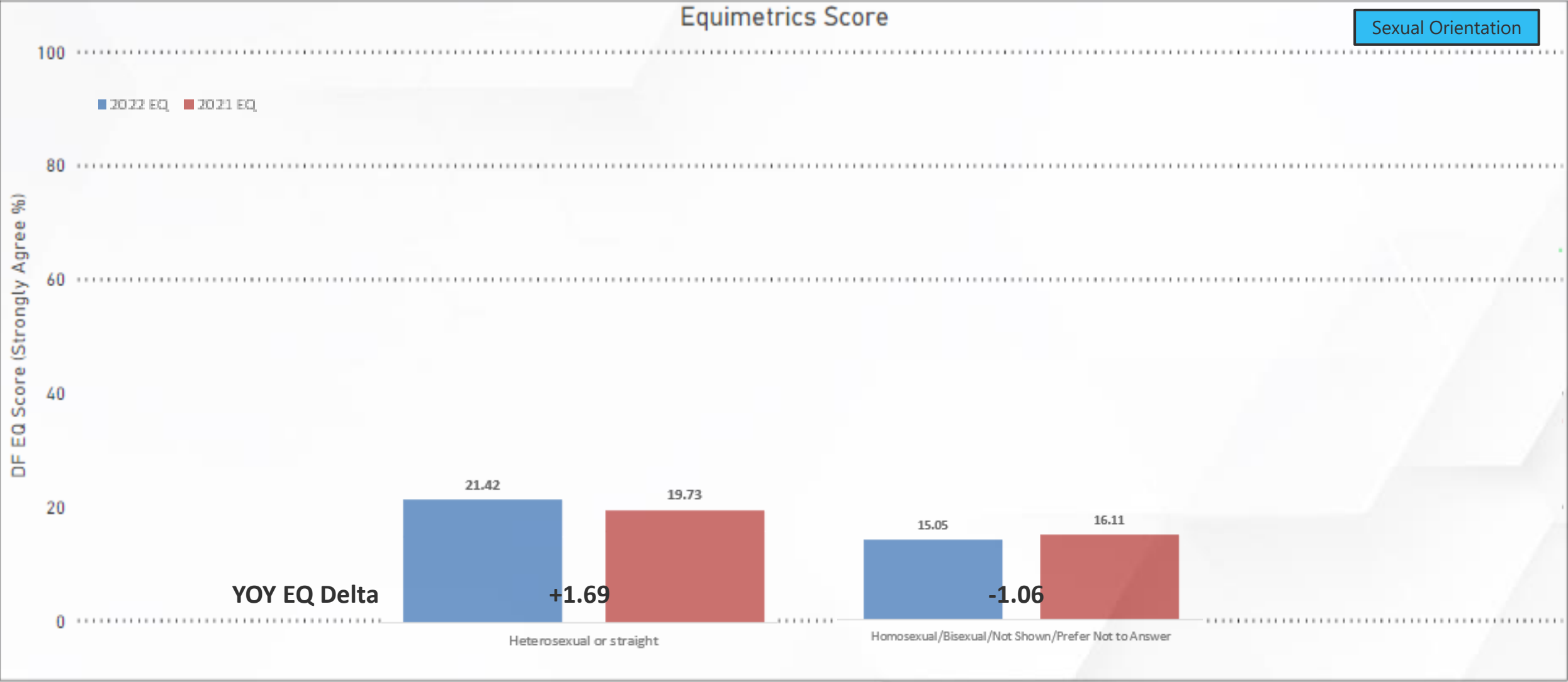
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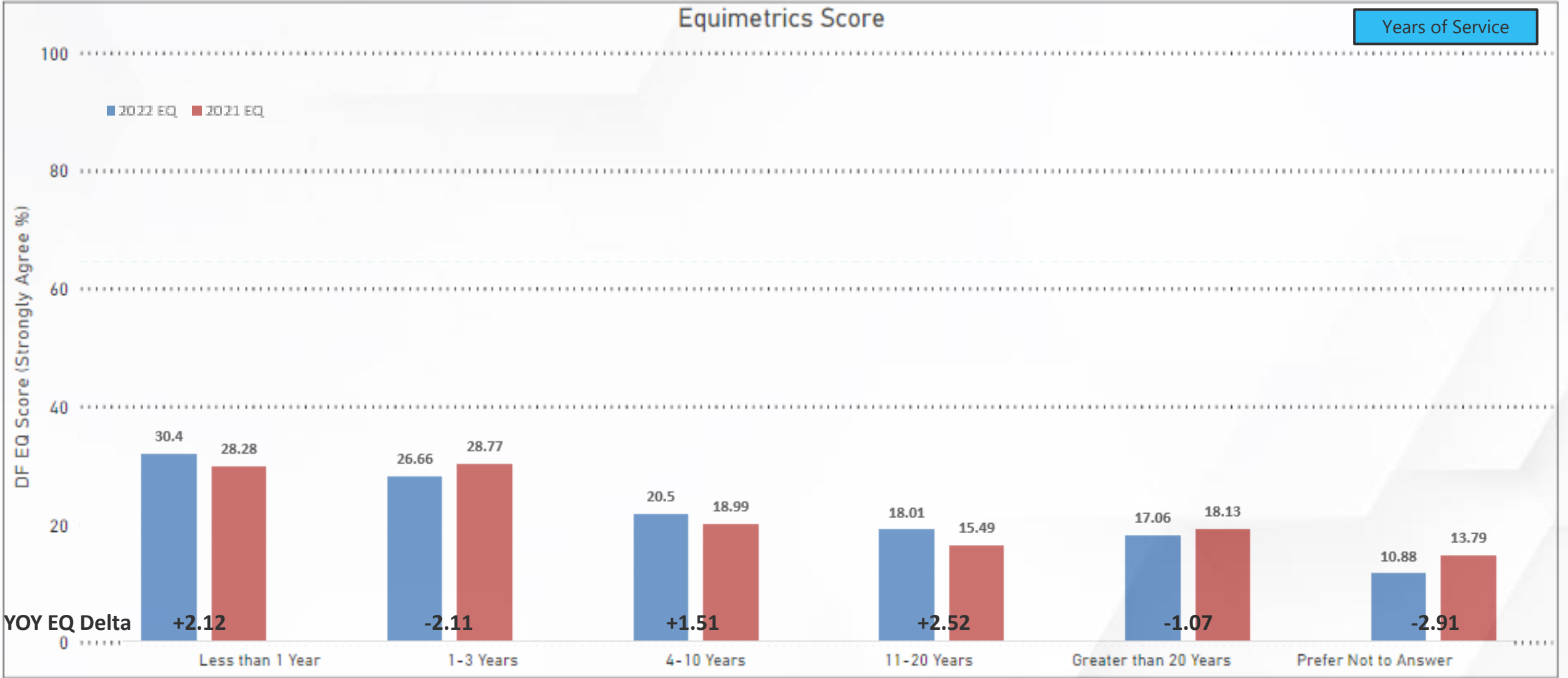
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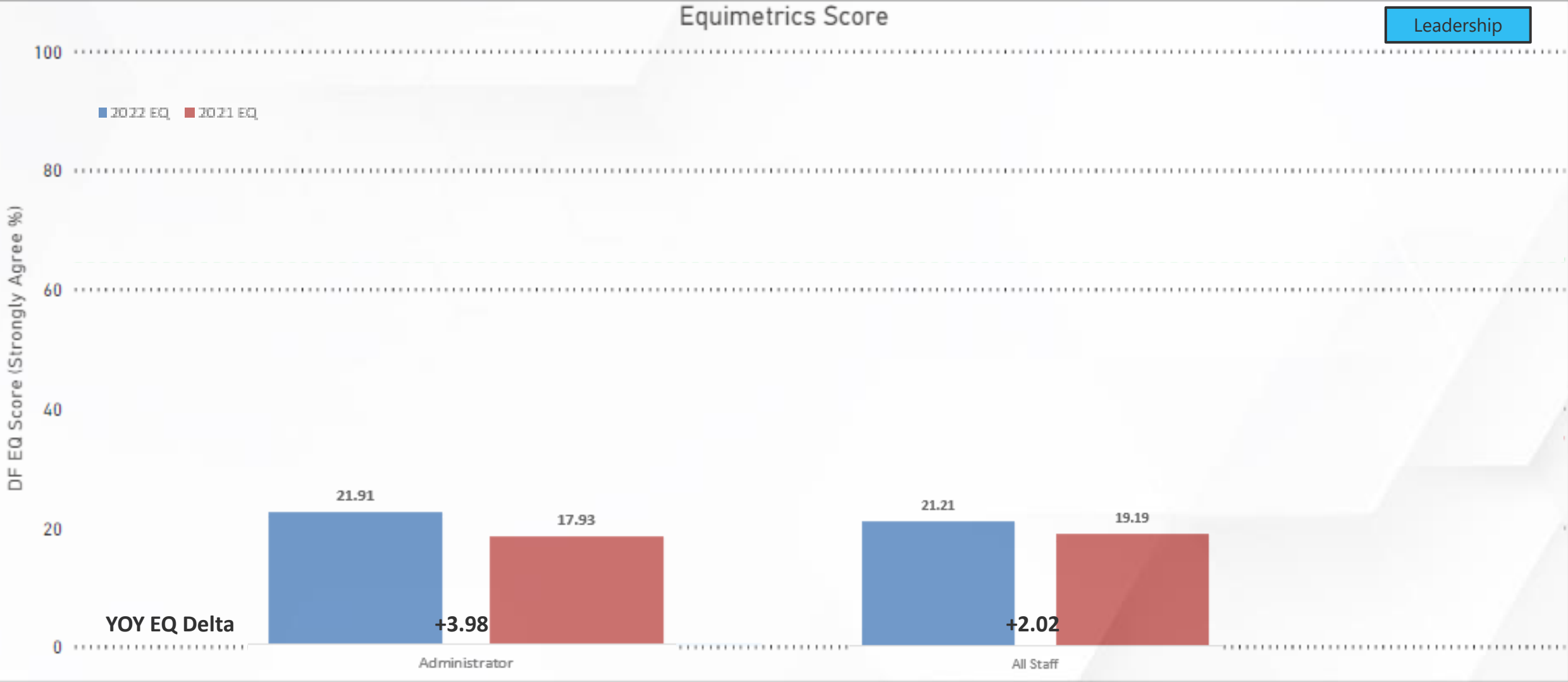
# Equimetrics® Data Review

## Demographic Data



# Equimetrics® Data Review

## Demographic Data



# Equimetrics® Data Review



## Comments / Themes

- Diversity initiatives
- Hiring plans
- Leadership succession planning - efforts to bring both the staff and leadership complements more in line with the representative student population.
  - “We do not hire teachers and administrators that reflect the diversity amongst our student population. At STHS, NO administrator speaks Spanish. This is NOT okay.”
- Support for parents of students that speak other languages (Spanish and beyond)
- Alignment on Equity - equity statement and/or an equity plan, communication
- Communication Overall
  - “Things can be written, but actions speak louder than words and there is little action.”
  - “Suggestions: Bring back AVID. Hire bilingual aides and teachers. Provide material in other languages.”

# Equimetrics® Data Review



## Key Observations (Overall)

### Strengths

- Respondents feel there is inclusion (highest ranked scale) and that leaders are inclusive of team members (second highest ranked scale)
- Cultural Competency (third highest scale)
- Demographics (HR/Admin, Maintenance and Food Services)

### Opportunities

- There is a continued opportunity for broader DE&I communications with action plans connected to the message.
- Further, district-wide DE&I efforts could be better communicated. Ensure that the message is consistent across all communication mechanisms and relevant sources.
- Describe the plan and lay out what the goals are and what actions individuals can take to contribute to the plan.
- Demographics (ILA, AAPI/Native American, Transgender/Prefer not to Answer)

